

Betterworks Drives Employee Engagement and Development



About

Lumeris is a value-based care managed services operator for health systems and providers seeking extraordinary clinical and financial outcomes.

Industry

Healthcare

Headquarters

St. Louis, MI

Size

~ 1350 employees active on Betterworks

Program Overview

Lumeris was an early adopter of OKRs and Conversations in Betterworks. Their Conversations follow the "Start-Stop-Continue" model, which is forward looking and places emphasis on employee development.

Business Problem

Lumeris experienced rapid growth in 2018 and needed a way to keep their organization aligned and engaged. Lack of transparency across the organization proved difficult as they grew and annual reviews became even more painful; employees and managers were not seeing the value.

Business Impact

With Betterworks continuous performance management, Lumeris has achieved greater organizational transparency and elevated performance development for their employees-in a short amount of time.

And a Continuous Performance Program has a direct impact on the business. Forrester reported companies that embrace a continuous performance program confidently target relevant business outcomes at a rate of 2-1.

We started using quarterly Conversations, and it was a game changer for us. It helped us connect the dots between goals and performance, and now we have everything in one system. We are moving away from annual performance reviews, and Conversations open the channels of communications and promote a more robust dialogue with your manager.



Sandy Pickett,
Director, Learning
and Development

betterworks®

Betterworks™ aligns, develops and activates your workforce for business growth. Our easy-to-use, integrated software solution replaces outdated annual review processes with powerful Continuous Performance Management™ programs to help organizations ensure everyone is working on what matters most and are having the crucial conversations necessary to inspire and motivate their entire workforce to meet today's goals and tomorrow's challenges.

Learn more about **[Betterworks](#)**, and for more information about the latest HR strategies and best practices visit our **[resources gallery](#)**.